Academy of Management Journal Volume 22 Index

AUTHOR INDEX

ABBOTT, WALTER F., and R. JOSEPH MONSEN. On the Measurement of Corporate Social Responsibility: Self-Reported Disclosures as a Method of Measuring Corporate Social Involvement. 3:501-515.

AGARWAL, NARESH C. On the Interchangeability of Size Measures. 2:404-409. ALEXANDER, LARRY D. An Exploratory

ALEXANDER, LARRY D. An Exploratory Study of the Utilization of Assessment Center Results. 1:152-157.

ALLEN, STEPHEN A. Understanding Reorganizations of Divisionalized Companies. 4:641-671.

ALLEN, THOMAS J., MICHAEL L. TUSHMAN, and DENIS M. S. LEE. Technology Transfer as a Function of Position in the Spectrum from Research Through Development to Technical Services. 4:694-708.

AMARIUTA, ION, DAVID P. RUTENBERG, and RICHARD STAELIN. How American Executives Disagree About the Risks of Investing in Eastern Europe. 1:138-151.

BAIRD, LLOYD S., and W. CLAY HAMNER. Individual Versus Systems Rewards: Who's Dissatisfied, Why, and What Is Their Likely Response? 4:783-792.

BARTOL, KATHRYN M. Professionalism as a Predictor of Organizational Commitment, Role Stress, and Turnover: A Multidimen-

BERRY, WILLIAM L., VINCENT A. MABERT, and MYLES MARCUS. Forecasting Teller Window Demand with Exponential Smoothing. 1:129-137.

BLACKBURN, RICHARD C. See PIERCE,

BLACKBURN, RICHARD C. See PIERCE, JON L.

BOBBITT, H. RANDOLPH. See GIFFORD, WILLIAM E.

BUTTERFIELD, D. ANTHONY. See POWELL, GARY N.

CHERRINGTON, DAVID J., SPENCER J. CONDIE, and J. LYNN ENGLAND. Age and Work Values. 3:617-623.

CONDIE, SPENCER J. See CHERRINGTON, DAVID J.

COSENTINO, JOSEPH. See NEMEROFF, WAYNE F. COYLE, BRYAN W. See SCHMITT, NEAL.

DUNHAM, RANDALL B. See PIERCE, JON

ENGLAND, J. LYNN. See CHERRINGTON, DAVID J.

FISHER, CYNTHIA D., DANIEL R. ILGEN, and WAYNE D. HOYER. Source Credibility, Information Favorability, and Job Offer Acceptance. 1:94-103.

FORD, JEFFREY D. Institutional Versus Questionnaire Measures of Organizational Structure: A Reexamination. 3:601-610.

FORTUNE, BILL D. The Effects of Signal Probability on Inspection Accuracy in a Microscopic Inspection Task: An Experimental Investigation. 1:118-128.

FOSSUM, JOHN A. The Effects of Positively and Negatively Contingent Rewards and Individual Differences on Performance, Satisfaction, and Expectations. 3:577-589.

FREEDMAN, RICHARD D. See STUMPF, STEPHEN A.

GIFFORD, WILLIAM E., H. RANDOLPH BOBBITT, and JOHN W. SLOCUM, JR. Message Characteristics and Perceptions of Uncertainty by Organizational Decision Makers. 3:458-481.

GOULD, SAM. Characteristics of Career Planners in Upwardly Mobile Occupations. 3:539-550

GREENE, CHARLES N. Questions of Causation in the Path-Goal Theory of Leadership. 1:22-41.

GRUNIG, JAMES E. A New Measure of Public Opinions on Corporate Social Responsibility. 4:738-764.

HAMNER, W. CLAY. See BAIRD, LLOYD S. HEENAN, DAVID A. The Regional Headquarters Decision: A Comparative Analysis. 2:410-415.

HITT, MICHAEL A., and R. DENNIS MID-DLEMIST. A Methodology to Develop the Criteria and Criteria Weightings for Assessing Subunit Effectiveness in Organizations. 2:356-374.

HOM, PETER W. The Effects of Job Peripherality and Personal Characteristics on the Job Satisfaction of Part Time Workers. 3:551-565.

HOYER, WAYNE D. See FISHER, CYNTHIA D.

ILGEN, DANIEL R. See FISHER, CYNTHIA

IVANCEVICH, JOHN M. An Analysis of Participation in Decision Making Among Project Engineers 2:253-269

Project Engineers. 2:253-269.

IVANCEVICH, JOHN M. High and Low Task
Stimulation Jobs: A Causal Analysis of Performance-Satisfaction Relationships. 2:206222.

Academy of Management Journal Volume 22 Index

AUTHOR INDEX

ABBOTT, WALTER F., and R. JOSEPH MONSEN. On the Measurement of Corporate Social Responsibility: Self-Reported Disclosures as a Method of Measuring Corporate Social Involvement. 3:501-515.

AGARWAL, NARESH C. On the Interchangeability of Size Measures. 2:404-409. ALEXANDER, LARRY D. An Exploratory

ALEXANDER, LARRY D. An Exploratory Study of the Utilization of Assessment Center Results. 1:152-157.

ALLEN, STEPHEN A. Understanding Reorganizations of Divisionalized Companies. 4:641-671.

ALLEN, THOMAS J., MICHAEL L. TUSHMAN, and DENIS M. S. LEE. Technology Transfer as a Function of Position in the Spectrum from Research Through Development to Technical Services. 4:694-708.

AMARIUTA, ION, DAVID P. RUTENBERG, and RICHARD STAELIN. How American Executives Disagree About the Risks of Investing in Eastern Europe. 1:138-151.

BAIRD, LLOYD S., and W. CLAY HAMNER. Individual Versus Systems Rewards: Who's Dissatisfied, Why, and What Is Their Likely Response? 4:783-792.

BARTOL, KATHRYN M. Professionalism as a Predictor of Organizational Commitment, Role Stress, and Turnover: A Multidimen-

BERRY, WILLIAM L., VINCENT A. MABERT, and MYLES MARCUS. Forecasting Teller Window Demand with Exponential Smoothing. 1:129-137.

BLACKBURN, RICHARD C. See PIERCE,

BLACKBURN, RICHARD C. See PIERCE, JON L.

BOBBITT, H. RANDOLPH. See GIFFORD, WILLIAM E.

BUTTERFIELD, D. ANTHONY. See POWELL, GARY N.

CHERRINGTON, DAVID J., SPENCER J. CONDIE, and J. LYNN ENGLAND. Age and Work Values. 3:617-623.

CONDIE, SPENCER J. See CHERRINGTON, DAVID J.

COSENTINO, JOSEPH. See NEMEROFF, WAYNE F. COYLE, BRYAN W. See SCHMITT, NEAL.

DUNHAM, RANDALL B. See PIERCE, JON

ENGLAND, J. LYNN. See CHERRINGTON, DAVID J.

FISHER, CYNTHIA D., DANIEL R. ILGEN, and WAYNE D. HOYER. Source Credibility, Information Favorability, and Job Offer Acceptance. 1:94-103.

FORD, JEFFREY D. Institutional Versus Questionnaire Measures of Organizational Structure: A Reexamination. 3:601-610.

FORTUNE, BILL D. The Effects of Signal Probability on Inspection Accuracy in a Microscopic Inspection Task: An Experimental Investigation. 1:118-128.

FOSSUM, JOHN A. The Effects of Positively and Negatively Contingent Rewards and Individual Differences on Performance, Satisfaction, and Expectations. 3:577-589.

FREEDMAN, RICHARD D. See STUMPF, STEPHEN A.

GIFFORD, WILLIAM E., H. RANDOLPH BOBBITT, and JOHN W. SLOCUM, JR. Message Characteristics and Perceptions of Uncertainty by Organizational Decision Makers. 3:458-481.

GOULD, SAM. Characteristics of Career Planners in Upwardly Mobile Occupations. 3:539-550

GREENE, CHARLES N. Questions of Causation in the Path-Goal Theory of Leadership. 1:22-41.

GRUNIG, JAMES E. A New Measure of Public Opinions on Corporate Social Responsibility. 4:738-764.

HAMNER, W. CLAY. See BAIRD, LLOYD S. HEENAN, DAVID A. The Regional Headquarters Decision: A Comparative Analysis. 2:410-415.

HITT, MICHAEL A., and R. DENNIS MID-DLEMIST. A Methodology to Develop the Criteria and Criteria Weightings for Assessing Subunit Effectiveness in Organizations. 2:356-374.

HOM, PETER W. The Effects of Job Peripherality and Personal Characteristics on the Job Satisfaction of Part Time Workers. 3:551-565.

HOYER, WAYNE D. See FISHER, CYNTHIA D.

ILGEN, DANIEL R. See FISHER, CYNTHIA

IVANCEVICH, JOHN M. An Analysis of Participation in Decision Making Among Project Engineers 2:253-269

Project Engineers. 2:253-269.

IVANCEVICH, JOHN M. High and Low Task
Stimulation Jobs: A Causal Analysis of Performance-Satisfaction Relationships. 2:206222.

JERDEE, THOMAS H. See ROSEN, BENSON. JEWELL, LINDA N. See REITZ, H. JOSEPH.

KIM, JAY S., and RANDALL S. SCHULER. The Nature of the Task as a Moderator of the Relationship Between Extrinsic Feedback and Employee Responses. 1:157-162.

KIMBERLY, JOHN R. Issues in the Creation of

Organizations: Initiation, Innovation, and Institutionalization. 3:437-457.
KOCH, JAMES L. See MORRIS, JAMES H. KOESTER, ROBERT, and FRED LUTHANS. The Impact of the Computer on the Choice Activity of Decision Makers: A Replication with Actual Users of Computerized MIS. 2:416-422.

LAFORGE, R. LAWRENCE. See D. ROBLEY WOOD, JR.

LATHAM, GARY P., and LISE M. SAARI. The Effects of Holding Goal Difficulty Constant on Assigned and Participatively Set Goals, 1:163-168.

LEE, DENIS M. S. See ALLEN, THOMAS J. LEUNG, THOMAS K. See WHETTEN,

DAVID A

LONG, RICHARD J. Desires for and Patterns of Worker Participation in Decision Making After Conversion to Employee Ownership. 3:611-617.

LUTHANS, FRED. See KOESTER, ROBERT.

MABERT, VI WILLIAM L. VINCENT A. See BERRY,

MAHONEY, THOMAS A. Organizational

Hierarchy and Position Worth. 4:726-737.

MARCUS, MYLES. See BERRY, WILLIAM L.

MARTIN, THOMAS N., JR. A Contextual
Model of Employee Turnover Intentions. 2:313-324

MCFILLEN, JAMES M. and J. RANDOLPH **NEW. Situational Determinants of Supervisor** Attributions and Behavior. 4:793-809.

MIDDLEMIST, R. DENNIS. See HITT,

MICHAEL A MINER, FREDERICK C., JR. A Comparative Analysis of Three Diverse Group Decision Making Approaches. 1:81-93.
MONSEN, R. JOSEPH. See ABBOTT,

WALTER F. MORRIS, JAMES H., RICHARD M. STEERS, and JAMES L. KOCH. Influence of Organization Structure on Role Conflict and Ambiguity for Three Occupational Groupings.

MOWDAY, RICHARD T. Leader Characteristics, Self-Confidence, and Methods of Upward Influence in Organizational Decision Situations. 4:709-725.

NELSON, NELS E. Grievance Rates and Technology. 4:810-815. NEMEROFF, WAYNE F., and JOSEPH

COSENTINO. Utilizing Feedback and Goal Setting to Increase Performance Appraisal Interviewer Skills of Managers. 3:566-575.

NEW, J. RANDOLPH. See MCFILLEN,

JAMES M.

O'REILLY, CHARLES A., III. See ROBERTS, KARLENE H.

PARKINGTON, JOHN J., and BENJAMIN SCHNEIDER. Some Correlates of Experi-enced Job Stress: A Boundary Role Study. 2:270-281.

PIERCE, JON L., RANDALL B. DUNHAM, and RICHARD C. BLACKBURN. Social Systems Structure, Job Design, and Growth Need Strength: A Test of a Congruency Model. 2:223-240.

POWELL, GARY N., and D. ANTHONY BUTTERFIELD. The "Good Manager": Masculine or Androgynous? 2:395-403.

QUICK, JAMES C. Dyadic Goal Setting and Role Stress: A Field Study. 2:241-252.

RAUSCHENBERGER, JOHN. See SCHMITT,

REITZ, H. JOSEPH, and LINDA N. JEWELL. Sex, Locus of Control, and Job Involvement: A Six-Country Investigation. 1:72-80. ROBERTS, KARLENE H., and CHARLES A.

O'REILLY, III. Some Correlates of Communication Roles in Organizations. 1:42-57.
ROBEY, DANIEL. User Attitudes and Manage-

ment Information System Use. 3:527-538. OSEN, BENSON, and THOMAS H. JERDEE. Influence of Employee Age, Sex,

and Job Status on Managerial Recommendations for Retirement. 1:169-173. RUTENBERG, DAVID P. See AMARIUTA, ION.

SAARI, LISE M. See LATHAM, GARY P. SALANCIK, GERALD R. Interorganizational Dependence and Responsiveness to Affirmative Action: The Case of Women and Defense Contractors. 2:375-394.

SCHMITT, NEAL, J. KENNETH WHITE, BRYAN W. COYLE, and JOHN RAUSCHENBERGER. Retirement and Life Satisfaction. 2:282-291

SCHNEIDER, BENJAMIN, See PARKING-TON, JOHN J.

SCHRIESHEIM, CHESTER A. The Similarity of Individual-Directed and Group-Directed

Leader Behavior Descriptions. 2:345-355. SCHULER, RANDALL S. See KIM, JAY S. SHERIDAN, JOHN E., and DONALD J. VREDENBURGH. Structural Model of Leadership Influence in a Hospital Organization. 1:6-21.

SLOCUM, JOHN W., JR. See GIFFORD, WILLIAM E

SPEKMAN, ROBERT E. Influence and Information: An Exploratory Investigation of the Boundary Role Person's Basis of Power. 1:104-117.

STAELIN, RICHARD. See AMARIUTA, ION. STEERS, RICHARD M. See MORRIS, JAMES

STUMPF, STEPHEN A., RICHARD D. FREEDMAN, and DALE E. ZAND. Judgmental Decisions: A Study of Interactions Among Group Membership, Group Functioning, and the Decision Situation. 4:765-782.

TUNG, ROSALIE L. Dimensions of Organizational Environments: An Exploratory Study of Their Impact on Organization Structure. 4:672-693.

TUSHMAN, MICHAEL L. Impacts of Perceived Environmental Variability on Patterns of Work-Related Communication. 3:482-500. TUSHMAN, MICHAEL L. See ALLEN, THOMAS J.

VECCHIO, ROBERT P. A Dyadic Interpreta-tion of the Contingency Model of Leadership Effectiveness. 3:590-600.

VREDENBURGH, DONALD J. See SHERI-DAN, JOHN E.

WHETTEN, DAVID A., and THOMAS K. LEUNG. The Instrumental Value of Interorganizational Relations: Antecedents and Consequences of Linkage Formation, 2:325-344

WHITE, J. KENNETH. See SCHMITT, NEAL.

WHITE, J. KENNETH. The Scanlon Plan: Causes and Correlates of Success. 2:292-312. WOOD, D. ROBLEY, JR., and R. LAW-RENCE LAFORGE. The Impact of Comprehensive Planning on Financial Performance. 3:516-526.

ZAND, DALE E. See STUMPF, STEPHEN A.

TITLE INDEX

Age and Work Values. DAVID J. CHERRING-TON, SPENCER J. CONDIE, and J. LYNN ENGLAND. 3:617-623.

An Analysis of Participation in Decision Making Among Project Engineers. JOHN M. IVAN-CEVICH. 2:253-269.

Characteristics of Career Planners in Upwardly Mobile Occupations. SAM GOULD. 3:539-

A Comparative Analysis of Three Diverse Group Decision Making Approaches. FREDERICK C. MINER, JR. 1:81-93.

A Contextual Model of Employee Turnover Intentions. THOMAS N. MARTIN, JR. 2:313-324

Desires for and Patterns of Worker Participation in Decision Making After Conversion to Employee Ownership. RICHARD J. LONG. 3:611-617.

Dimensions of Organizational Environments: An Exploratory Study of Their Impact on Organization Structure. ROSALIE L. TUNG. 4:672-693.

Dyadic Goal Setting ond Role Stress: A Field Study. JAMES C. QUICK. 2:241-252. A Dyadic Interpretation of the Contingency

Model of Leadership Effectiveness. ROBERT P. VECCHIO. 3:590-600.

The Effects of Job Peripherality and Personal Characteristics on the Job Satisfaction of Part Time Workers. PETER W. HOM. 3:551-565.

The Effects of Holding Goal Difficulty Constant on Assigned and Participatively Set Goals GARY P. LATHAM and LISE M. SAARI. 1:163-168.

The Effects of Positively and Negatively Contingent Rewards and Individual Differences on Performance, Satisfaction, and Expectations. JOHN A. FOSSUM. 3:577-589.

The Effects of Signal Probability on Inspection Accuracy in a Microscopic Inspection Task: An Experimental Investigation. BILL D. FORTUNE. 1:118-128. An Exploratory Study of the Utilization of Assessment Center Results. LARRY D. ALEXANDER. 1:152-157.

Forecasting Teller Window Demand with Exponential Smoothing. WILLIAM L. BERRY, VINCENT A. MABERT, and MYLES MARCUS. 1:129-137.

The "Good Manager": Masculine or Androgynous? GARY N. POWELL and D. AN-THONY BUTTERFIELD. 2:395-403. Grievance Rates and Technology. NELS E. NELSON, 4:810-815.

High and Low Task Stimulation Jobs: A Causal Analysis of Performance-Satisfaction Relationships. JOHN M. IVANCEVICH. 2:206-222.

How American Executives Disagree About the Risks of Investing in Eastern Europe. ION AMARIUTA, DAVID P. RUTENBERG, and RICHARD STAELIN. 1:138-151.

The Impact of Comprehensive Planning on Fi-nancial Performance. D. ROBLEY WOOD, JR., and R. LAWRENCE LAFORGE. 3:516-526.

The Impact of the Computer on the Choice Activity of Decision Makers: A Replication with Actual Users of Computerized MIS. ROBERT KOESTER and FRED LUTHANS. 2:416-422.

Impacts of Perceived Environmental Variability on Patterns of Work-Related Communication. MICHAEL L. TUSHMAN. 3:482-500.

Individual Versus Systems Rewards: Who's Dissatisfied, Why, and What Is Their Likely Response? LLOYD S. BAIRD and W. CLAY HAMNER. 4:783-792.

Influence and Information: An Exploratory Investigation of the Boundary Role Person's Basis of Power. ROBERT E. SPEKMAN. 1:104-117.

Influence of Employee Age, Sex, and Job Status on Managerial Recommendations for Retirement. BENSON ROSEN and THOMAS H. JERDEE. 1:169-173.

Influence of Organization Structure on Role Conflict and Ambiguity for Three Occupational Groupings. JAMES H. MORRIS, RICHARD M. STEERS, and JAMES L. KOCH. 1:58-71.

Institutional Versus Questionnaire Measures of Organizational Structure: A Reexamination. JEFFREY D. FORD. 3:601-610.

The Instrumental Value of Interorganizational Relations: Antecedents and Consequences of Linkage Formation. DAVID A. WHETTEN and THOMAS K. LEUNG. 2:325-344.

Interorganizational Dependence and Responsiveness to Affirmative Action: The Case of Women and Defense Contractors. GERALD R. SALANCIK. 2:375-394.

Issues in the Creation of Organizations: Initiation, Innovation, and Institutionalization. JOHN R. KIMBERLY. 3:437-457

Judgmental Decisions: A Study of Interactions Among Group Membership, Group Functioning, and the Decision Situation. STEPHEN A. STUMPF, RICHARD D. FREEDMAN, and DALE E. ZAND. 4:765-782.

Leader Characteristics, Self-Confidence, and Methods of Upward Influence in Organizational Decision Situations. RICHARD T. MOWDAY. 4:709-725.

Message Characteristics and Perceptions of Uncertainty by Organizational Decision Makers. WILLIAM E. GIFFORD, H. RANDOLPH BOBBITT, and JOHN W. SLOCUM, JR. 3:458-481.

A Methodology to Develop the Criteria and Criteria Weightings for Assessing Subunit Effectiveness in Organizations. MICHAEL A. HITT and R. DENNIS MIDDLEMIST. 2:356-374.

The Nature of the Task as a Moderator of the Relationship Between Extrinsic Feedback and Employee Responses. JAY S. KIM and RAN-DALL S. SCHULER. 1:157-162.

A New Measure of Public Opinions on Corporate Social Responsibility. JAMES E. GRUNIG. 4:738-764.

On the Interchangeability of Size Measures. NARESH C. AGARWAL. 2:404-409.

On the Measurement of Corporate Social Responsibility: Self-Reported Disclosures as a Method of Measuring Corporate Social Involvement. WALTER F. ABBOTT and R. JOSEPH MONSEN. 3:501-515.

Organizational Hierarchy and Position Worth. THOMAS A. MAHONEY. 4:726-737.

Professionalism as a Predictor of Organizational Commitment, Role Stress, and Turnover: A Multidimensional Approach. KATHRYN M. BARTOL. 4:815-821. Questions of Causation in the Path-Goal Theory of Leadership. CHARLES N. GREENE. 1:22-41.

The Regional Headquarters Decision: A Comparative Analysis. DAVID A. HEENAN. 2:410-415.

Retirement and Life Satisfaction. NEAL SCHMITT, J. KENNETH WHITE, BRYAN W. COYLE, and JOHN RAUSCHEN-BERGER. 2:282-291.

The Scanlon Plan: Causes and Correlates of Success. J. KENNETH WHITE. 2:292-312.

Sex, Locus of Control, and Job Involvement: A Six-Country Investigation. H. JOSEPH REITZ and LINDA N. JEWELL. 1:72-80.

The Similarity of Individual-Directed and Group-Directed Leader Behavior Descriptions. CHESTER A. SCHRIESHEIM. 2:345-355.

Situational Determinants of Supervisor Attributions and Behavior. JAMES M. MCFILLEN and J. RANDOLPH NEW. 4:793-809

Social Systems Structure, Job Design, and Growth Need Strength: A Test of a Congruency Model. JON L. PIERCE, RANDALL B. DUNHAM, and RICHARD C. BLACK-BURN. 2:223-240.

Some Correlates of Communication Roles in Organizations. KARLENE H. ROBERTS and CHARLES A. O'REILLY, III. 1:42-57.

Some Correlates of Experienced Job Stress: A Boundary Role Study. JOHN J. PARKING-TON and BENJAMIN SCHNEIDER. 2:270-281.

Source Credibility, Information Favorability, and Job Offer Acceptance. CYNTHIA D. FISHER, DANIEL R. ILGEN, and WAYNE D. HOYER. 1:94-103.

Structural Model of Leadership Influence in a Hospital Organization. JOHN E. SHERIDAN and DONALD J. VREDENBURGH. 1:6-21.

Technology Transfer as a Function of Position in the Spectrum from Research Through Development to Technical Services. THOMAS J. ALLEN, MICHAEL L. TUSHMAN, and DENIS M. S. LEE. 4:694-708.

Understanding Reorganizations of Divisionalized Companies. STEPHEN A. ALLEN. 4:641-671.

User Attitudes and Management Information System Use. DANIEL ROBEY. 3:527-538.

Utilizing Feedback and Goal Setting to Increase Performance Appraisal Interviewer Skills of Managers. WAYNE F. NEMEROFF and JOSEPH COSENTINO. 3:566-576.